



Government of the Republic of Trinidad and Tobago

Ministry of Labour

LABOUR INSPECTORATE UNIT



**THE MINIMUM WAGE
is \$20.50 PER HOUR**

EFFECTIVE JANUARY 1, 2024



PAUL
ASKS

I am not a permanent employee, I work whenever I get jobs. Am I entitled to the Minimum Wage?

ANSWER

Yes Paul, you are entitled to a minimum wage of at least \$20.50 for each hour worked in an eight (8) hour work day.

HARRY
ASKS

I work Monday to Friday for eight (8) hours per day and get \$164.00 per day. If I am asked to work on Saturday, should my wage for Saturday be at the same rate of (\$164.00)?

ANSWER

Harry, once you have completed a forty (40) hour work week by Friday, which is a normal work week, and you work for 8 hours on Saturday, you should be paid **1½x** your hourly rate for the first four (4) hours and **2x** your hourly rate for the second four (4) hours. Your pay for Saturday should be \$287.00.

SHIRLEY
ASKS

I do not work for a company, instead I do housework at my neighbour's home. Am I entitled to the Minimum Wage?

ANSWER

Yes Shirley, you are entitled to a minimum of \$20.50 for every hour you work in an eight (8) hour work day.

VASHTI
ASKS

I work for \$20.50 per hour. If I am requested to work for more than eight (8) hours in one (1) day, am I entitled to overtime?

ANSWER

Yes Vashti. In your example, you are entitled to an overtime rate of \$30.75 per hour for the 1st four (4) hours overtime.

HARRY
[CONTINUES]

What if the additional day I am asked to work is on a Sunday? Will my rate be more?

ANSWER

Harry, if you are asked to work for eight (8) hours on a Sunday which falls outside your normal forty (40) hour work week, you should be paid **2x** your hourly rate for the eight (8) hours. Your pay for Sunday should be \$328.00.

**THE TERMS AND CONDITIONS SET OUT
IN THE FIRST AND SECOND SCHEDULES
APPLY TO WORKERS WHO EARN BETWEEN**

\$20.50 TO \$30.75 PER HOUR

**IN ACCORDANCE TO THE MINIMUM
WAGES (AMENDMENT) ORDER 2023**



**JOYCE
ASKS**

If I work on a public holiday, am I entitled to be paid more?

ANSWER

Yes Joyce, public holidays are not considered normal working days. You are entitled to be paid **2x** your hourly rate for the first eight (8) hours and **3x** your hourly rate thereafter.

**SHIVA
ASKS**

I usually work four (4) days a week, for ten (10) hours per day. Should I be paid overtime for every hour that I work more than eight (8) hours?

ANSWER

No Shiva, you will not be entitled to overtime pay, if you normally work for ten (10) hours per day, for four (4) days per week. This is permitted in the **2nd SCHEDULE** on the right in this brochure.

**CARL
ASKS**

If I work an eight (8) hour work-day, am I entitled to have a meal break?

ANSWER

Yes Carl, during the normal 8-hour work day, you are entitled to a meal break of forty-five (45) minutes and an additional rest break of fifteen (15) minutes.

MINIMUM WAGES ACT CHAPTER 88:04**1st SCHEDULE****MINIMUM WAGES FOR ALL WORKERS**

DAILY	WEEKLY	MONTHLY
		
(8 Hour Day)	(40 Hour Week)	(40 Hour Week) x 52/12 months= 173.334 hours
\$164.00	\$820.00	\$3,553.33

2nd SCHEDULE**OVERTIME FOR ALL WORKERS
MINIMUM WAGES ORDER, 2014**

1	For overtime worked beyond 8 hours on a working day:
1ST 4 HOURS	1½ x hourly rate
2ND 4 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate

2	For overtime worked beyond 10 hours on a working day of a four (4) day work week:
1ST 4 HOURS	1½ x hourly rate
2ND 4 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate

3	For time worked on a day off:
1ST 8 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate

4	For overtime worked on a day where Sunday is a normal working day:
1ST 4 HOURS	1½ x hourly rate
2ND 4 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate

5	For time worked on a Sunday where Sunday is not a normal working day and on a public holiday:
1ST 8 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate

6	For time worked beyond a forty-hour working week:
1ST 4 HOURS	1½ x hourly rate
2ND 4 HOURS	2 x hourly rate
THEREAFTER	3 x hourly rate



OFFICE HOURS

Mondays -Thursdays
from 8:00 a.m. to 4:15 p.m.

Fridays: 8:00 a.m. to 4:00 p.m
(Except holidays)

FOR MORE INFORMATION VISIT



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Visit the Ministry's Website:

www.labour.gov.tt

